



County of Los Angeles
CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

WILLIAM T FUJIOKA
Chief Executive Officer

January 9, 2009

To: Supervisor Don Knabe, Chairman
Supervisor Gloria Molina
Supervisor Mark Ridley-thomas
Supervisor Zev Yaroslavsky
Supervisor Michael D. Antonovich

From: William T Fujioka
Chief Executive Officer

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

POTENTIAL SEARCH FIRMS FOR COUNTY COUNSEL

The Department of Human Resources has compiled a list of Executive Search Firms to assist your Board in the search for a new County Counsel. The attached list includes nine possible firms and information about each firm to aid in making your decision.

If you have questions, please contact me or your staff may contact Deputy Chief Executive Officer, Ellen Sandt at (213) 974-1186 or esandt@ceo.lacounty.gov.

WTF:ES:ef

Attachment

c: Director of Personnel

"To Enrich Lives Through Effective And Caring Service"

**Please Conserve Paper – This Document and Copies are Two-Sided
Intra-County Correspondence Sent Electronically Only**

County of Los Angeles
 Department of Human Resources
 Executive Recruitment

COUNTY COUNSEL

(Range R25 - \$254,832 – \$385,709)

Executive Search Firms Specializing in Department Head/Legal Recruitments

(Sorted in alpha order)

| FIRM DETAILS | SPECIALTY | RECENT RELEVANT SEARCHES | COMMENTS | FEE STRUCTURE |
|---|--|---|--|---|
| <p>Alliance Resource Consulting <i>Est. 2004</i> <u>Contact Information</u> One World Trade Center, Ste. 420 Long Beach, CA 90831 (562) 901-0769 www.allianceresourceconsulting.com</p> <p><u>Contact Person/People</u> Sherrill Uyeda, Senior Partner (562) 901-0769 x331 suyeda@alliancerc.com</p> <p>Eric Middleton, Managing Partner (562) 901-0769 x330 emiddleton@alliancerc.com</p> | <ul style="list-style-type: none"> ▪ Public sector recruitments | <ul style="list-style-type: none"> ▪ County Counsel/Attorney <ul style="list-style-type: none"> ○ Contra Costa County ○ Monterey County ○ Santa Clara County ○ Los Angeles County <ul style="list-style-type: none"> ▪ Conducted background check on Bill Pullman ▪ City Attorneys <ul style="list-style-type: none"> ○ Newport Beach, CA ○ Anaheim, CA ○ Alexandria, VA ▪ Other County of Los Angeles Recruitments <ul style="list-style-type: none"> ○ Chief, Information Systems – County of Los Angeles, Health Services ○ Chief Administrative Officer – County of Los Angeles (Sally Reed – Unsuccessful) ○ Director, County of Los Angeles Department of Social Services (Stephen Golightly) | <ul style="list-style-type: none"> ▪ Very interested in working with County of Los Angeles ▪ Excellent services. One of the best firms we have worked with. Very responsive, professional and high quality work. County asked them to expedite recruitment and they did so without any problems. (Comments lifted from Master Search Firm Information Log) | <ul style="list-style-type: none"> ▪ Flat, fixed fee <ul style="list-style-type: none"> ○ Professional fees ○ Other expenses <ul style="list-style-type: none"> ▪ Does not charge for travel expenses (local firm) ▪ No meeting limits ▪ Typically fees range \$25k - \$35k |

COUNTY COUNSEL

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|--|---|---|---|---|
| <p>Bob Murray & Associates <i>Est. ? Over 25 years experience</i> <u>Contact Information</u> 735 Sunrise Avenue, Suite 145 Roseville, CA 95661 (916) 784-9080 www.bobmurrayassoc.com</p> <p><u>Contact Person/People</u> Bob Murray</p> | <ul style="list-style-type: none"> ▪ Cities, counties, special districts, and other government organizations ▪ | <ul style="list-style-type: none"> ▪ Agency Counsel, Sacramento Area Flood Control Agency ▪ City Attorney, <ul style="list-style-type: none"> ○ City of Cupertino, CA ○ City of Monterey, CA ○ City of Morgan Hill, CA ○ City of North Las Vegas, NV ○ City of Oceanside, CA ○ City of Ventura, CA ▪ Assistant County Counsel, Yolo County | <ul style="list-style-type: none"> ▪ Conducted executive recruitments in fields of administration, building, development, engineering, human resources, legal, library, finance, fire, parks and recreation, planning, police, public affairs, public works, redevelopment, technology, and transportation ▪ Submitted proposal | <ul style="list-style-type: none"> ▪ Flat fee ▪ \$22,500 + expenses |
| <p>CPS Human Resources Services <i>Est. 1986</i> <u>Contact Information</u> 241 Lathrop Way Sacramento, CA 95815 (916) 263-1401 www.cps.ca.gov/ExecutiveSearch</p> <p><u>Contact Person/People</u> Christine Iams christine@cps.ca.gov</p> | <ul style="list-style-type: none"> ▪ City, county, special district, non-profit, and higher education chief executives and senior managers | <ul style="list-style-type: none"> ▪ General Counsel, Sacramento Housing and Redevelopment Agency ▪ Public Defender, Orange County (2003) ▪ Deputy County Counsel, Sacramento County (1998) ▪ City Attorney <ul style="list-style-type: none"> ○ City of Concord (2000) ○ City of Morgan Hill (2000) ○ City of Riverside (2003) ○ City of Santa Barbara (2003) ▪ Director, County of Los Angeles Child Support Services ▪ Probation Officer, County of Los Angeles | <p>Awaiting call back from CPS.</p> | |

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| <p>Esquire, Inc. <i>Est. 1991</i> <u>Contact Information</u> 21241 Ventura Boulevard, #272 Woodland Hills, CA 91364 (818) 712-9700 (818) 712-9708 – fax www.esquiresearch.com</p> <p><u>Contact Person/People</u> Sandy Lechtick, Owner/Principal</p> | <ul style="list-style-type: none"> ▪ Legal recruitments <ul style="list-style-type: none"> ○ Areas of law include labor, securities, white collar crime, medical malpractice, real estate, environmental, tax, probate ▪ Law firm mergers | <ul style="list-style-type: none"> ▪ In-house counsel recruitments | <ul style="list-style-type: none"> ▪ Place candidates in positions ranging from executive/senior partner in law firms to in-house counsel of corporations | <ul style="list-style-type: none"> ▪ 25% of 1st year's salary, but flexible |
| <p>Heidrick & Struggles <i>Est. 1955</i> <u>Contact Information</u> (212) 551-0549 www.heidrick.com</p> <p><u>Contact Person/People</u> Victoria Reese vreeser@heidrick.com</p> | <ul style="list-style-type: none"> ▪ Legal, risk, and compliance ▪ General Counsel, Head of Risk, Head of Compliance, Head of Audit | <ul style="list-style-type: none"> ▪ General Counsel <ul style="list-style-type: none"> ○ Allstate ○ Barclays Global Investors ○ United Airlines ○ Charles Schwab ○ Bank of America ○ JP Morgan Chase ○ Xerox ○ Smithsonian | <ul style="list-style-type: none"> ▪ Very interested in doing business with County of Los Angeles | <ul style="list-style-type: none"> ▪ One-third of 1st year's salary + expenses |
| <p>Ralph Anderson & Associates <i>Est. 1972</i> <u>Contact Information</u> 5800 Stanford Ranch Rd., Ste 410 Rocklin, CA 95765 (916) 630-4900 www.ralphandersen.com</p> <p><u>Contact Person/People</u> Heather Renschler heather@ralphandersen.com</p> | <ul style="list-style-type: none"> ▪ Broad range of government-related searches, including city mgmt, county administrators, etc. | <ul style="list-style-type: none"> ▪ Chief Legal Counsel, LACERA ▪ General Counsel, LA County Office of Education <ul style="list-style-type: none"> ○ Heather recommended we contact Dr. Robles, Superintendent, as they were very pleased with candidates. Two great candidates – just made selection ▪ City Attorney, Simi Valley ▪ County of Los Angeles, Chief Executive Officer ▪ County of Los Angeles, Registrar-Recorder/County Clerk <ul style="list-style-type: none"> ○ This search was complex and complicated. ○ Required a great deal of legal research | <ul style="list-style-type: none"> ▪ Significant listing of minorities and women placement ▪ Firm is very interested in this recruitment | <ul style="list-style-type: none"> ▪ Flat fee |

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| <p>Robert Half Legal <i>Est. ? – more than 60 years</i> <u>Contact Information</u> 515 S. Figueroa St., Ste 650 Los Angeles, CA 90025 (213) 624-8335</p> <p><u>Contact Person/People</u> Divya Bala divya.bala@roberthalflegal.com</p> | <ul style="list-style-type: none"> ▪ Law firms and corporate legal departments ▪ Placements range from partners/general counsel to legal support | <ul style="list-style-type: none"> ▪ General Counsel <ul style="list-style-type: none"> ○ .com company (company name private) ○ Bio-science company (company name private) | <ul style="list-style-type: none"> ▪ Specialize in legal recruitments ▪ Recruiters have legal background ▪ Conducts confidential searches ▪ According to Ms. Bala, best in business | <ul style="list-style-type: none"> ▪ Generally 25% of 1st year's salary |
| <p>Summers Associates <i>Est. 1993</i> <u>Contact Information</u> 17547 Ventura Blvd., #205 Encino, CA 91316 (818) 981-0990 www.attorneyplacement.com</p> <p><u>Contact Person/People</u> Dee Summers</p> | <ul style="list-style-type: none"> ▪ In-house placements in legal departments of major corporations, similar to County Counsel ▪ Ms. Summers stated they are one of the only firms to specialize in this area in California | <ul style="list-style-type: none"> ▪ Litigation Cost Manager, County of Los Angeles County Counsel ▪ General Counsel <ul style="list-style-type: none"> ○ Conexant Systems, Inc. ○ Nextel ○ Farmer's Insurance Group ○ Macromedia, Inc. | <ul style="list-style-type: none"> ▪ Website states 100% success rate ▪ Testimonial - "Dee, I greatly appreciate all your efforts throughout the search process for the Litigation Cost Manager, and specifically for a good mix of candidates which included Steven Estabrook! Your efforts in this recruitment were invaluable." Raymond G. Fortner, County Counsel, County of Los Angeles | <ul style="list-style-type: none"> ▪ Retained or contingency ▪ 25% of 1st year's compensation ▪ Placement guaranteed |

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|--|---|--|----------|---|
| <p>The Hawkins Co. <i>Est. 1984</i> <u>Contact Information</u> 5455 Wilshire Blvd., Ste 1406 Los Angeles, CA 90036 (310) 242-5672 www.thehawkinscompany.com</p> <p><u>Contact Person/People</u> William Hawkins, President</p> | <ul style="list-style-type: none"> ▪ General practice firm <ul style="list-style-type: none"> ○ Municipalities ○ Non-profit | <ul style="list-style-type: none"> ▪ General Counsel, Metropolitan Water District of Southern California ▪ City Attorney <ul style="list-style-type: none"> ○ Inglewood ○ Sacramento ▪ City of Los Angeles <ul style="list-style-type: none"> ○ City Librarian ○ DWP General Managers | | <ul style="list-style-type: none"> ▪ Flat fee <ul style="list-style-type: none"> ○ Generally \$25k - \$40k ▪ Minority owned |